

7 MARCH 1960

MEMORANDUM FOR: COMPTROLLER

SUBJECT: COMMENTS RE INSPECTOR GENERAL SURVEY OF THE CIA CAREER SERVICE,  
DECEMBER 1959

1. THE SURVEY AND ITS RECOMMENDATIONS ARE GENERALLY ACCEPTABLE. THE EVALUATION OF THE PRESENT SYSTEM AND THE CONCLUSIONS REACHED ARE FOR THE MOST PART CORRECT. TO BE OF ANY VALUE, MEMBERSHIP IN THE CAREER SERVICE SHOULD BE MORE RESTRICTED THAN AT PRESENT. THERE IS A NEED FOR A REVAMPING OF THE ENTIRE STRUCTURE IN A MANNER SIMILAR TO THAT RECOMMENDED BY THE SURVEY.

2. MY MAJOR PROBLEM IN REVIEWING THE SURVEY IS IN UNDERSTANDING PARAGRAPH 14 ON PAGES 34 AND 35. IN THIS PARAGRAPH THE SURVEY STATES THAT PHYSICIANS, PSYCHIATRISTS, PSYCHOLOGISTS, SCIENTISTS, ECONOMISTS, EDUCATORS, ACCOUNTANTS, ENGINEERS AND NUMEROUS OTHERS "SHOULD BE REGARDED AS NON-CAREERISTS IN INTELLIGENCE AND SHOULD NOT BE INTERMINGLED WITH TRUE CAREERISTS".

3. ALL THE ACCOUNTANTS I KNOW WHO HAVE COME WITH THE AGENCY HAVE ACCEPTED ALL THE DISADVANTAGES WHICH THE REPORT LISTS ON PAGE 20 AS BEING DRAWBACKS TO EMPLOYMENT WITH THE AGENCY. WHILE THESE DISADVANTAGES HAVE BEEN ACCEPTED, THERE HAS ALSO BEEN AN ACCEPTANCE AND WILLINGNESS TO BE USED BY THE AGENCY WHENEVER AND WHEREVER THE AGENCY DESIRES. IT WOULD APPEAR TO BE AN INJUSTICE TO BRUSH OFF LIGHTLY A GROUP OF SUCH DEDICATED EMPLOYEES WITH THE SURVEY'S COMMENT "...IT WOULD SERVE A USEFUL PURPOSE TO TREAT ALL THESE EMPLOYEES AS A SINGLE OCCUPATIONAL GROUP HAVING ITS OWN CAREER SERVICE TO CONCERN ITSELF WITH THE MULTITUDE OF PROBLEMS ARISING FROM THE NATURE OF THEIR EMPLOYMENT BY THE AGENCY". IT HAS BEEN MY EXPERIENCE THAT ACCOUNTANTS COMING WITH CIA ARE GENERALLY "LOST" TO THE ACCOUNTING PROFESSION ONCE THEY COME WITH THE AGENCY AND I KNOW OF NONE WHO, AS THE SURVEY INDICATES "WISH TO REMAIN ONLY IN THE LIMITED CAPACITY OF THEIR SPECIALTY AND PERHAPS ULTIMATELY TO PURSUE THEIR CAREERS FURTHER IN PRIVATE LIFE OR ELSEWHERE".

4. IT APPEARS TO ME THAT ACCOUNTANTS COULD VERY WELL BE INCLUDED IN THE SUPPORT GROUP OF CAREER SERVICE EMPLOYEES.

5. OTHER QUESTIONS WHICH ARISE FROM THE REPORT ARE: (A) CAN THE AGENCY AFFORD THE LUXURY OF RECRUITING 200 TO 300 TRAINEES TO BE TRAINED FOR A PERIOD OF UP TO 5 YEARS? IF SO, CAN THE AGENCY HANDLE THE EMPLOYMENT TURNOVER AND THE RESULTING SECURITY RISK WHICH IS INHERENT IN SUCH A PROGRAM? CAN THE AGENCY REALISTICALLY EXPECT TO RECRUIT ANNUALLY 200 TO 300 TRAINEES OF THE CALIBRE REQUIRED? (B) IS THERE REALLY ENOUGH EXPERIENCE WITH THE JOT PROGRAM TO JUSTIFY THE CONCLUSION THAT IT IS SUCH A TREMENDOUS SUCCESS?

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CHIEF, INDUSTRIAL CONTRACT AUDIT DIVISION